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ceptional skill, persistency, or economic resources should be permitted to enter."

We are here confronted by the cold fact that even in the ranks of skilled labor, it is but a small minority of women who can be considered to be properly self-supporting. We certainly should not regret that for a large class of women employment is only a means of supplementing a fairly adequate family income. The presence of these workers in the industrial field does, however, seriously complicate the problem of self-support for less fortunately situated women.

Such studies as these not only bring this problem squarely to the front but also contribute much valuable material towards its solution. Those who are interested in problems of minimum wage legislation, vocational guidance and instruction for the trades will find a fund of reliable information in these volumes.

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Collective Agreements in the Men's Clothing Industry. By CHARLES H. WINSLOW. Bulletin of the United States Bureau of Labor Statistics, Whole No. 198; Conciliation and Arbitration Series, No. 7. (Washington: Government Printing Office. 1916. Pp. 186.)

The present volume represents the seventh report in the series issued by the United States Bureau of Labor Statistics under the subject of Conciliation and Arbitration. The report is divided into two parts, the first dealing with agreements between Hart, Schaffner and Marx and their employees, and the second with agreements between the unions and associations of manufacturers. The first of these is much more satisfactory than the second, which does little more than to present the provisions embodied in the various agreements.

The machinery for collective bargaining and mediation in the Hart, Schaffner and Marx establishment has been developed gradually as the result of the serious strike during the latter part of 1910. In January, 1911, an agreement was negotiated between the workmen and their employers which provided for a board of arbitration, one member to be selected by the employers, one by the employees, and a third by the two previously chosen. This board, for which it was found impossible to get a third member, was to adjust the existing difficulty and to fix a method for settling grievances which might arise in the future.

As the result of the efforts of the board, the strike was settled and a working agreement was adopted which was to remain in force for two years. The arbitration board was continued so as to provide a final court to which grievances of the workmen might be referred. Relief was to be sought first at the hands of the labor complaint department which was created by the company to hear and remedy grievances. However, this plan did not work satisfactorily because appeals were made too frequently to the board of arbitration and the settlement of many of the controversies required a technical knowledge of the industry which neither of the members of the board possessed. A trade board was accordingly created to which all grievances are immediately referred. This board consists of five practical men in the trade, two appointed by the employers and two by the employees, the chairman being appointed by the committee which organized the trade board. Each side appoints a deputy.

When a complaint arises the two deputies immediately endeavor to bring about a settlement. If they fail the grievance comes before the trade board. Failing of adjustment here, the grievance is then brought before the board of arbitration for final action. The activity of the trade board has smoothed out many differences between the firm and the workers, and has relieved the board of arbitration of a great deal of its work. The cases considered and disposed of under the agreement have included claims of wrongful discharge, adjustment of work and prices, demand for the reduction of the number of employees, the preferring of non-union help, and the ill treatment of employees. Of the cases disposed of by the trade board, 27.4 per cent were compromised, 27.4 per cent were decided in favor of the employees, and 24.2 per cent in favor of the company.

The status of the unions in the industry has been improved by preferential treatment in the matter of hiring, laying off and discharging of employees. This preferential treatment has naturally resulted in a rapid growth in union membership, so that in 1914 between 80 and 90 per cent of the employees of Hart, Schaffner and Marx were members of the union. The agreements between this firm and their employees have been in force with renewals since 1911, and that they have been highly successful in maintaining satisfactory relations between the firm and its workmen is attested by both sides.

Besides the agreement between the firm of Hart, Schaffner and

Marx and its employees, Mr. Winslow finds collective agreements between ten associations of employers and their workmen. Of these, seven provide some method of mediation, and nine provide machinery for arbitration. Six have provision for a union shop, and two others for a preferential union shop. These various agreements are all published here in detail.

The attainment of success in collective bargaining in the clothing trades Mr. Winslow properly considers a noteworthy achievement because the conditions prevailing in the industry would seem to render any collective action impossible. The workers were not only aliens but came from a number of distinct races, having frequently not even a common language. They were unskilled, uneducated, lacking in material resources, constantly submerged under new waves of immigration, and very poorly paid. Yet they have succeeded in some cases in establishing what amounts practically to a closed shop, have developed a militant and effective union, and have shown themselves to be intelligent and capable of self-government. If collective bargaining succeeds so well under conditions which look so unpromising there is surely reason to suppose that it could be introduced with satisfactory results into industries where conditions are more favorable.

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